

## ESCROW AGREEMENT

This Escrow Agreement ("Escrow Agreement") is made this 4th day of September, 1992, by and among WESTERN COMMUNICATIONS, INC. ("Western"), RICHARD P. BOTT, II ("Bott") and FIRST LIBERTY NATIONAL BANK as Escrow Agent ("Escrow Agent").

WHEREAS, Bott presently holds a construction permit issued by the Federal Communications Commission (the "Commission") for new FM broadcast station KCVI, Blackfoot, Idaho (the "Station"); and

WHEREAS, Western and Bott have entered into a definitive Agreement dated \_\_\_\_\_, 1992 (the "Purchase Agreement"), whereby Western agrees to pay Bott consideration for the sale of the station to Western, following Commission approval of that sale; and

WHEREAS, the Agreement provides for the execution and delivery of this Escrow Agreement for the purpose of Escrow Agent holding a portion of the purchase price that is to be paid by Western to Bott in accordance with the terms of the Purchase Agreement;

NOW, THEREFORE, in consideration of the above premises and covenants and agreements contained herein, the parties intending to be legally bound, hereby agree as follows:

1. Upon execution of this Agreement, Western shall forward to Escrow Agent the sum of FIFTEEN THOUSAND DOLLARS (\$15,000.00) ("The Escrow Deposit") which shall be deposited at First Liberty National Bank in a Federally insured interest bearing account. The Escrow Agent shall provide a statement of deposit to counsel

for Western and Bott upon the deposit of the funds into the escrow account.

2. The Escrow Agent shall hold the escrow deposit and accrued interest thereon and distribute it as follows:

(a) The Escrow Agent shall hold said Escrow funds until such time as there is to be a Closing pursuant to the Purchase Agreement, at which time the principal sum placed in Escrow shall be paid to Bott as partial payment of the sums he is due under the Purchase Agreement, with the accrued interest on the account being paid to Western;

(b) In the event that there is no Closing pursuant to the Purchase Agreement, and the Purchase Agreement is terminated, the Escrow Agent shall return the Escrow Deposit, together with interest accrued thereon to Western, and this Escrow Agreement shall be terminated.

3. If a controversy arises between the parties hereto, the Escrow Agent shall not be required to resolve such controversy or take any action, but shall await final resolution of the controversy by joint written instruments from the parties or by appropriate legal proceedings before delivering the Escrow Sum to either party. In the event of a controversy or dispute, the Escrow Agent may interplead the Escrow Funds into the registry of the Superior Court of the District of Columbia, and be absolved of any further responsibility with respect to such funds.

4. This Escrow Agreement is ancillary to, and is to be interpreted in accordance with, the Settlement Agreement. All capitalized terms in this Escrow Agreement, which are not



7. The Escrow Agent shall charge its normal and customary amount for the opening of this account, and for the check or wire transfer upon distribution of the funds from this account. In addition, the Escrow Agent shall charge a fee of Twenty Five Dollars (\$25.00) for acting as Escrow Agent. The foregoing fees ("Normal Escrow Fees") shall be paid by Western. If any extraordinary or unusual additional services are to be performed by Escrow Agent, it shall first notify Western and Bott of its plans to undertake such services, and, if neither party objects, Escrow Agent shall be entitled to reasonable compensation ("Additional Escrow Charges") for such activities. All Additional Escrow Charges shall be equally split between Western and Bott, to be subtracted from the distributions made prior to paragraph 2 hereof.

8. In the event of the resignation of the Escrow Agent, or upon the termination of its business existence, or for any other reason upon the joint concurrence of Western and Bott, the Escrow Agent may be replaced. In such event, Western and Bott will jointly notify Escrow Agent in writing of the decision to make such replacement. The Escrow Agent or its successor shall promptly transfer the Escrow Deposit to the successor Escrow Agent agreed to by Western and Bott.

9. All notices, demands and requests required or permitted to be given under the terms of this Escrow Agreement shall be given in writing, as follows:

**If to Western:**

M. Kent Frandsen  
P.O. Box 570  
Logan, Utah 84321

**With a copy to:**

Lester W. Spillane, Esq.  
1040 Main St., Suite 208  
P.O. Box 670  
Napa, California 94559

**If to Bott:**

Richard P. Bott, II  
8603 Buckingham Lane  
Kansas City, MO 64138

**With a copy to:**

Harry C. Martin, Esq.  
Reddy, Begley and Martin  
1001 22nd St., N.W.  
Suite 350  
Washington, D.C. 20037

**If to Escrow Agent:**

First Liberty National Bank  
1146 19th St., N.W.  
Washington, D.C. 20036  
Attn: Robert Forrester

10. This Escrow Agreement shall be binding upon and inure to the benefit of the parties hereto and their respective successors and assigns.

11. This Escrow Agreement shall be construed under the laws of the District of Columbia.

12. This Escrow Agreement may be executed in one or more counterparts, each of which will be deemed to be an original but all of which together will constitute one and the same instrument.

IN WITNESS WHEREOF, the parties hereto executed or have caused this Escrow Agreement to be executed as of the day and year first above written.

**WESTERN COMMUNICATIONS, INC.**

By: \_\_\_\_\_  
M. Kent Frandsen  
President

**RICHARD D. BOWEN II**

12. This Escrow Agreement may be executed in one or more counterparts, each of which will be deemed to be an original but all of which together will constitute one and the same instrument.

IN WITNESS WHEREOF, the parties hereto executed or have caused this Escrow Agreement to be executed as of the day and year first above written.

**WESTERN COMMUNICATIONS, INC.**

By: M. Kent Frandsen  
M. Kent Frandsen  
President

**RICHARD P. BOTT, II**

\_\_\_\_\_  
Richard P. Bott, II

**FIRST LIBERTY NATIONAL BANK**

By: \_\_\_\_\_  
Its: \_\_\_\_\_

12. This Escrow Agreement may be executed in one or more counterparts, each of which will be deemed to be an original but all of which together will constitute one and the same instrument.

IN WITNESS WHEREOF, the parties hereto executed or have caused this Escrow Agreement to be executed as of the day and



Exhibit No. 3

OTHER BROADCAST INTERESTS  
OF RICHARD P. BOTT, II, AND  
RELATED INDIVIDUALS AND ENTITIES

### OTHER BROADCAST INTERESTS

#### Richard P. Bott

Richard P. Bott is president, a director and joint owner (with his wife, Sherley E. Bott) of 100% of the stock of Bott Broadcasting Company ("BBC"). Mr. Bott also is president and a director of Bott Communications, Inc. ("BCI") and Bott Broadcasting/Tennessee, Inc. ("BBT"). BBC owns 80% of the stock of BCI and 100% of the stock of BBT. BCI, in turn, owned 80% of the

2.

SEB	FM App.	Woodlake, CA	BPH-850313MB	Dismissed <sup>6</sup>
CFB	FM App.	Oklahoma City, OK	BPED-870218MB	Returned
CFB	NCE-FM	Lincoln, NE	BPED-910319MA	Permittee <sup>7</sup>

Richard P. Bott was an applicant for a new FM broadcast station at Bartlett, Tennessee (BPH-871224ME). That application was dismissed pursuant to a settlement agreement in early 1992. No character issues were outstanding.

Relatives of Richard P. Bott and Their Interests

Richard P. Bott is the husband of Sherley E. Bott and the father of Richard P. Bott, II, Arla Bott Eicher, David J. Bott and Sherl Bott Gaut. These persons have, or have had, the following interests:

Sherley E. Bott

Joint owner of 100% of BBC.

Director, secretary/treasurer of BBC, BCI, BBT and CFB.

20% owner, president and director of SEB.

Richard P. Bott, II

Vice President and director of BBC, BCI and BBT. 20% stockholder of BCI.

Permittee of a new FM Station KCVI, Blackfoot, ID (BPH-850711MM).

Formerly an applicant for new FM station at Olathe, Kansas (File No. BPH-880421NG). Application dismissed with prejudice on August 6, 1990 pursuant to Bott's own motion. No character issues were outstanding.

Applicant for a new FM station at Patterson, California (File No. BPH-920515MH).

<sup>6</sup> Applicant chose not to pay hearing fee; no character issues outstanding.

<sup>7</sup> Granted June 3, 1992 in MM Docket No. 92-97; no call letters assigned.

3.

David J. Bott

Applicant (as joint tenant with wife) for new FM, Germantown, TN (BPH-870908MN).

Formerly an applicant (as joint tenant with wife) for new FM, Mt. Juliet, TN (BPH-891012MX). Application was dismissed with prejudice when applicant chose not to pay hearing fee; no character issues outstanding.

Sherl Bott Gaut

Joint owner of 50% interest in KCVS, Salina, KS; also secretary/treasurer and director of licensee.

## Section I

## GENERAL INFORMATION

0815

## Part II -- Assignee

1. Name of Assignee WESTERN COMMUNICATIONS, INC.

Street Address (or other identification)

City

B O X 6 9 9 B L A C K F O O T

State

Zip Code

Telephone No.

(Include area code)

I D

8 3 2 2 1

(801) 752-4820

2. Does the contract submitted in response to Question 5, Part I of Section I embody the full and complete agreement between the assignor and assignee? ☒ YES ☐ NO

If No, explain in Exhibit No. \_\_\_\_\_

## Section II

## ASSIGNEE'S LEGAL QUALIFICATIONS

See Exhibit 1-A re revised multiple ownership rules compliance.

1. Assignee is:

☐ an individual☐ a general partnership☐ a limited partnership☒ a corporation☐ other

2. If the applicant is an unincorporated association or a legal entity other than an individual, partnership or corporation, describe in Exhibit No. \_\_\_\_\_ the nature of the applicant.

## CITIZENSHIP AND OTHER STATUTORY REQUIREMENTS

YES NO

3. (a) Is the applicant in compliance with the provisions of Section 310 of the Communications Act of 1934, as amended, relating to interests of aliens and foreign governments? ☒ ☐(b) Will any funds, credit, etc., for construction, purchase or operation of the station be provided by aliens, foreign entities, domestic entities controlled by aliens, or their agents? ☐ ☒

If Yes, provide particulars as Exhibit No. \_\_\_\_\_

4. (a) Has an adverse finding been made, adverse final action taken or consent decree approved by any court or administrative body as to the applicant or any party to the application in any civil or criminal proceeding brought under the provisions of any law related to the following: any felony, antitrust, unfair competition, fraud, unfair labor practices, or discrimination?

YES NO

☐ ☒

(b) Is there now pending in any court or administrative body any proceeding involving any of the matters referred to in 4.(a)?

☐ ☒

If the answer to (a) or (b) above is Yes, attach as Exhibit No. \_\_\_\_\_, a full disclosure concerning the persons and matters involved, identifying the court or administrative body and the proceeding (by dates and file numbers), stating the facts upon which the proceeding was based or the nature of the offense committed, and disposition or current status of the matter. Information called for by this question which is already on file with the Commission need not be refiled provided: (1) the information is now on file in another application or FCC form filed by or on behalf of the assignee; (2) the information is identified fully by reference to the file number (if any), the FCC form number, and the filing date of the application or other form containing the information and the page or paragraph referred to; and (3) after making the reference, the assignee states, "No change since date of filing."

TABLE I PARTIES TO APPLICATION

5. (a) Complete Table I with respect to the assignee. (Note: If the applicant considers that to furnish complete information would pose an unreasonable burden, it may request that the Commission waive the strict terms of this requirement).

**INSTRUCTIONS:** If applicant is an individual, fill out column (a) only. If applicant is a partnership, fill out columns (a), (b) and (d), state as to each general or limited partner (including silent partners) (a) name and residence, (b) nature of partnership interest (i.e., general or limited), and (d) percent of ownership interest. If applicant is a corporation or an unincorporated association with 50 or fewer stockholders, stock subscribers, holders of membership certificate or other ownership interest, fill out all columns, giving the information requested as to all officers, directors and members of governing board. In addition, give the information as to all persons or entities who are the beneficial or record owners of or have the right to vote capital stock, membership or owner interest or are subscribers to such interests. If the applicant has more than 50 stockholders, stock subscribers or holders of membership certificates or other ownership interests, furnish the information as to officers, directors, members of governing board, and all persons or entities who are the beneficial or record owners of or have the right to vote 1% or more of the capital stock, membership or owner interest except that if such entity is a bank, insurance company or investment company (as defined by 15 U.S.C. §80a-3) which does not invest for purposes of control, the stock, membership or owner interest need only be reported if 5% or more

Applicants are reminded that questions 5 through 7 of this Section must be completed as to all "parties to this application" as that term is defined in the instructions to Section II of this form.

Name and Residence (Home) Address(es)	Nature of Partnership Interest or Office Held	Director or Member of Governing Board		% of: Ownership (O) or Partnership (P) or Voting Stock (VS) or Membership (M)
		YES	NO	
(a)	(b)	(c)		(d)
M. Kent Frandsen 965 South, 400 East Providence, Utah	President and Treasurer	X		80%
Patricia Frandsen 965 South, 400 East Providence, Utah	Secretary	X		--
James T. Burgoyne Blackfoot, Idaho	Vice-President	X		10%
Nancy F. Twining Carmel, California	--		X	10%

## PARTIES TO APPLICATIONS

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February 1987



## ASSIGNEE'S LEGAL QUALIFICATIONS

YES NO

5. (b) Does the applicant or any party to this application, own or have any interest in a daily newspaper or cable television system? ☐ YES ☒ NO
- (c) Does the applicant or any party to this application have an ownership interest in, or is an officer, director or partner of, an investment company, bank, or insurance company which has an interest in a broadcast station, cable system or daily newspaper? ☐ YES ☒ NO

If the answer to questions 5(b) or (c) is Yes, attach as Exhibit No. \_\_\_\_\_, a full disclosure concerning persons involved, the nature of such interest, the media interest and its location.

## OTHER BROADCAST INTERESTS

6. Does the applicant or any party to this application have any interest in or connection with the following?
- (a) an AM, FM or TV broadcast station? ☒ YES ☐ NO
- (b) a broadcast application pending before the FCC? ☐ YES ☒ NO
7. Has the applicant or any party to this application had any interest in or connection with the following:
- (a) an application which has been dismissed with prejudice by the Commission? ☐ YES ☒ NO
- (b) an application which has been denied by the Commission? ☐ YES ☒ NO
- (c) a broadcast station, the license which has been revoked? ☐ YES ☒ NO
- (d) an application in any Commission proceeding which left unresolved character issues against the applicant? ☐ YES ☒ NO
- (e) If the answer to any of the questions in 6 or 7 is Yes, state in Exhibit No. 1, the following information:
- (i) Name of party having such interest;
- (ii) Nature of interest or connection, giving dates;
- (iii) Call letters of stations or file number of application, or docket number;
- (iv) Location.
8. (a) Are any of the parties to this application related to each other (as husband, wife, father, mother, brother, sister, son or daughter)? ☒ YES ☐ NO
- (b) Does any member of the immediate family (i.e., husband, wife, father, mother, brother, sister, son or daughter) of any party to this application have any interest in or connection with any other broadcast station or pending application? ☒ YES ☐ NO

If the answer to (a) or (b) above is Yes, attach as Exhibit No. 1, a full disclosure concerning the persons involved, their relationship, the nature and extent of such interest or connection, the file number of such application, and the location of such station or proposed station.

YES NO

9. Are there any documents, instruments, contracts or understandings relating to ownership or future ownership rights (including, but not limited to, non-voting stock interests, beneficial stock ownership interests, options, warrants, debentures)?

☐ ☒

If Yes, provide particulars as Exhibit No. \_\_\_\_\_.

10. Do documents, instruments, agreements or understandings for the pledge of stock of a corporate applicant, as security for loans or contractual performance, provide that (a) voting rights will remain with the applicant, even in the event of default on the obligation; (b) in the event of default, there will be either a private or public sale of the stock; and (c) prior to the exercise of stockholder rights by the purchaser at such sale, the prior consent of the Commission (pursuant to 47 U.S.C. 310(d)) will be obtained?

☐ ☐

If No, attach as Exhibit No. \_\_\_\_\_ a full explanation. Not applicable - there are none.

## Section III

## ASSIGNEE'S FINANCIAL QUALIFICATIONS

1. The applicant certifies that sufficient net liquid assets are on hand or are available from committed sources to consummate the transaction and operate the facilities for three months.
2. The applicant certifies that: (a) it has a reasonable assurance of a present firm intention for each agreement to furnish capital or purchase capital stock by parties to the application, each loan by banks, financial institutions or others, and each purchase of equipment on credit; (b) it can and will meet all contractual requirements as to collateral, guarantees, and capital investment; (c) it has determined that all such sources (excluding banks, financial institutions and equipment manufacturers) have sufficient net liquid assets to meet these commitments.

☒ ☐☒ ☐

## FOR AM AND FM APPLICANTS

1. Attach as Exhibit No. 2 a brief description, in narrative form, of the planned programming service relating to the issues of public concern facing the proposed service area.

## FOR TELEVISION APPLICANTS - NOT APPLICABLE

## 2. Ascertainment of Community Needs.

- A. State in Exhibit No. \_\_\_\_\_ the methods used by the applicant to ascertain the needs and interests of the public served by the station. Such information shall include (1) identification of representative groups, interests and organizations which were consulted and (2) the major communities or areas which applicant principally undertakes to serve.
- B. Describe in Exhibit No. \_\_\_\_\_ the significant needs and interests of the public which the applicant believes its station will serve during the coming license period, including those with respect to national or international matters.
- C. List in Exhibit No. \_\_\_\_\_ typical and illustrative programs or program series (*excluding Entertainment and News*) that applicant plans to broadcast during the coming license period to meet those needs and interests.
3. State the minimum amount of time, between 6:00 a.m. and midnight, the applicant proposes to normally devote each week to the program types listed below (*see definitions in instructions*). Commercial matter, within a program segment, shall be excluded in computing the time devoted to that particular program segment, e.g., a 15-minute news program containing three minutes of commercial matter, shall be computed as a 12-minute news program.

	HOURS	MINUTES	% of TOTAL TIME ON AIR
NEWS	_____	_____	_____
PUBLIC AFFAIRS	_____	_____	_____
ALL OTHER PROGRAMS ( <i>Exclusive of Sports and Entertainment</i> )	_____	_____	_____
LOCAL PROGRAMMING	_____	_____	_____

4. State the maximum amount of commercial matter the applicant proposes to allow normally in any 60-minute segments: \_\_\_\_\_
5. State the maximum amount of commercial matter the applicant proposes to allow normally in a 60-minute segment between the hours of 6 p.m. to 11 p.m. (5 p.m. to 10 p.m. Central and Mountain Times): \_\_\_\_\_
- (a) State the number of hourly segments per week this amount is expected to be exceeded, if any: \_\_\_\_\_
6. State in Exhibit No. \_\_\_\_\_, in full detail, the reasons why the applicant would allow the amount of commercial matter stated in Question 4 and 5 above to be exceeded.

**SECTION V**

**ASSIGNEE'S EQUAL EMPLOYMENT OPPORTUNITY PROGRAM**

**YES NO**

1. Does the applicant propose to employ five or more fulltime employees?

☒ ☐

If the answer is Yes, the applicant must include an EEO program called for in the Model EEO Program. (FCC Form 398-A).

The ASSIGNEE hereby waives any claim to the use of any particular frequency as against the regulatory power of the United States because of the previous use of the same, whether by license or otherwise, and requests an authorization in accordance with this application. (See Section 304 of the Communications Act of 1934, as amended).

**The ASSIGNEE acknowledges that all its statements made in this application and attached exhibits are considered material representations, and that all of its exhibits are a material part hereof and are incorporated herein.**

**The ASSIGNEE represents that this application is not filed by it for the purpose of impeding, obstructing or delaying determination on any other application with which it may be in conflict.**

1. The first group of people who are interested in the results of the study are the researchers themselves. They want to know if the study was successful in achieving its objectives and if the data collected is reliable and valid. They also want to know if the study has contributed to the existing knowledge in the field and if it has any practical implications.

**FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT  
AND THE PAPERWORK REDUCTION ACT**

The solicitation of personal information requested in this application is authorized by the Communications Act of 1934, as amended. The principal purpose for which the information will be used is to determine if the benefit requested is consistent with the public interest. The staff, consisting variously of attorneys, accountants, engineers, and application examiners, will use the information to determine whether the application should be granted, denied, dismissed, or designated for hearing. If all the information requested is not provided, the application may be returned without action having been taken upon it or its processing may be delayed while a request is made to provide the missing information. Accordingly, every effort should be made to provide all necessary information. Your response is required to obtain the requested authority.

THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552(e)(3) AND THE PAPERWORK REDUCTION ACT P.L. 96-511, DECEMBER 11, 1980, 44 U.S.C. 3507.

**BROADCAST EQUAL EMPLOYMENT OPPORTUNITY  
MODEL PROGRAM REPORT**

**1. APPLICANT**

<b>Name of Applicant</b> WESTERN COMMUNICATIONS, INC.	<b>Address</b> Box 699 Blackfoot, Idaho
<b>Telephone Number (include area code)</b> (208) 785-1400	

2. This form is being submitted in conjunction with:

## GUIDELINES TO THE MODEL EEO PROGRAM

The model EEO program adopted by the Commission for construction permit applicants, assignees and transferees contains five sections designed to assist the applicant in establishing an effective EEO program for its station. The specific elements which should be addressed are as follows:

### I. GENERAL POLICY

The first section of the program should contain a statement by the applicant that it will afford equal employment opportunity in all personnel actions without regard to race, color, religion, national origin or sex, and that it has adopted an EEO program which is designed to fully utilize the skills of qualified minorities and women in the relevant available labor force.

### II. RESPONSIBILITY FOR IMPLEMENTATION

This section calls for the name (if known) and title of the official who will be designated by the applicant to have responsibility for implementing the station's program.

### III. POLICY DISSEMINATION

The purpose of this section is to disclose the manner in which the station's EEO policy will be communicated to employees and prospective employees. The applicant's program should indicate whether it: (a) intends to utilize an employment application form which contains a notice informing job applicants that discrimination is prohibited and that persons who believe that they have been discriminated against may notify appropriate governmental agencies; (b) will post a notice which informs job applicants and employees that the applicant is an equal opportunity employer and that they may notify appropriate governmental authorities if they believe that they have been discriminated against; and (c) will seek the cooperation of labor unions, if represented at the station, in the implementation of its EEO program and in the inclusion of nondiscrimination provisions in union contracts. The applicant should also set forth any other methods it proposes to utilize in conveying its EEO policy (e.g., orientation materials, on-air announcements, station newsletter) to employees and prospective employees.

### IV. RECRUITMENT

The applicant should specify the recruitment sources and other techniques it proposes to use to attract qualified minority and female job applicants. Not all of the categories of recruitment sources need be utilized. The purpose of the listing is to assist the applicant in developing specialized referral sources to establish a pool of qualified minorities and women who can be contacted as job opportunities occur. Sources which subsequently prove to be nonproductive should not be relied on and new sources should be sought.

### V. TRAINING

Training programs are not mandatory. Each applicant is expected to decide, depending upon its own individual situation, whether a training program is feasible and would assist in its effort to increase the available pool of qualified minority and female applicants. Additionally, the applicant may set forth any other assistance it proposes to give to students, schools or colleges which is designed to be of benefit to minorities and women interested in entering the broadcasting field. The beneficiary of such assistance should be listed, as well as the form of assistance, such as contributions to scholarships, participation in work study programs, and the like.

## MODEL EQUAL EMPLOYMENT OPPORTUNITY PROGRAM

### I. GENERAL POLICY

It will be our policy to provide employment opportunity to all qualified individuals without regard to their race, color, religion, national origin or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

It will also be our policy to promote the realization of equal employment opportunity through a positive, continuing program of specific practices designed to ensure the full realization of equal employment opportunity without regard to race, color, religion, national origin or sex.

To make this policy effective, and to ensure conformance with the Rules and Regulations of the Federal Communications Commission, we have adopted an Equal Employment Opportunity Program which includes the following elements:

### II. RESPONSIBILITY FOR IMPLEMENTATION

(Name/Title) James Burgoyne, Station Manager will be responsible for the administration and implementation of our Equal Employment Opportunity Program. It will also be the responsibility of all persons making employment decisions with respect to the recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that our policy and program is adhered to and that no person is discriminated against in employment because of race, color, religion, national origin or sex.

### III. POLICY DISSEMINATION

To assure that all members of the staff are cognizant of our equal employment opportunity policy and their individual responsibilities in carrying out this policy, the following communication efforts will be made:



- ☒ The station's employment application form will contain a notice informing prospective employees that discrimination because of race, color, religion, national origin or sex is prohibited and that they may notify the appropriate local, State or Federal agency if they believe they have been the victims of discrimination.
- ☒ Appropriate notices will be posted informing applicants and employees that the station is an Equal Opportunity Employer and of their right to notify an appropriate local, State or Federal agency if they believe they have been the victims of discrimination.
- ☐ We will seek the cooperation of unions, if represented at the station, to help implement our EEO program and all union contracts will contain a nondiscrimination clause.
- ☐ Other (specify)

#### IV. RECRUITMENT

To ensure nondiscrimination in relation to minorities and women, and to foster their full consideration whenever job vacancies occur, we propose to utilize the following recruitment procedures:

- ☒ We will contact a variety of minority and women's organizations to encourage the referral of qualified minority and women applicants whenever job vacancies occur. Examples of organizations we intend to contact are:
- Sho-Ban (Tribal) Employment Agency, Blackfoot, Idaho
  - Minority Migrant Council - Hispanic
  - Society of Women Engineers

- ☒ In addition to the organizations noted above, which specialize in minority and women candidates, we will deal only with employment services, including State employment agencies, which refer job candidates without regard to their race, color, religion, national origin or sex. Examples of these employment referral services are:

Job Service, State of Idaho  
Women's Bureau, (U.S. Labor Department)

- ☒ When we recruit prospective employees from educational institutions such recruitment efforts will include area schools and colleges with minority and women enrollments. Educational institutions to be contacted for recruitment purposes are:
- Idaho State University, Pocatello, Idaho
  - Rick's College, Rexburg, Idaho

- ☒ When we place employment advertisements with media some of such advertisements will be placed in media which have significant circulation or viewership or are of particular interest to minorities and women. Examples of media to be utilized are:

The Blackfoot Morning News  
Post Register, Idaho Falls

- ☒ We will encourage employees to refer qualified minority and women candidates for existing and future job openings.